

# The Georgia Statement

An informative quarterly of policies, trends and news of all agencies and employees in state government published by the Georgia Merit System

VOLUME 2, NO. 3

JULY 1999

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### Take Charge Challenge coming to state government



Shop DOAS Supply on line  
and charge it! page 4

**The ride-match hot  
line number that  
will help  
you find a  
carpool, vanpool  
or ride-share  
buddy is  
1-87-RIDEFIND  
(1-877-433-3463)**



Graduation from Peace Officers Training at the Georgia Public Safety Training Center

## Georgia Public Safety Training Center is the best

The Georgia Public Safety Training Center is without a doubt one of the premier joint - use public training facilities in this country. It is on par with the FBI National Training Academy. The Training Center model has been studied by over thirty other states and twenty-five different countries, including Russia and China. The idea was unique for its time: to create a place where people who work together under emergency pressure could train together. At that time, law enforcement, fire, and corrections functions had their own training programs and facilities. There was no cross training or cooperative effort. The Busbee administration got the plans started and the 62.5 million - dollar complex was completed under the Harris administration. It was the second largest facility capitol outlay the state had funded. The largest was the World Congress Center. In filling this need for cross training on the part of all responders to emergency situations, individuals began to have an appreciation of what others did, why they did things certain ways. The best examples of this philosophy were the outstanding public safety responses to the 1996 Olympics and the flood in Albany in 1994.

Quite often, communities are reluctant to welcome such a facility. Not so in Monroe County or in the city of Forsyth. They supported it so much in fact, that they sold the initial 650- acre tract to the state for one dollar! Some three hundred local residents are employed at the compound and three hundred more in the prison complex. The facility has its own water treatment plant, laundry, fire department, and food service. The educational complex is set up much like a mall. There are ten agencies that have Center offices in this complex. There are five hundred dorm beds.

The Center is made up of a firefighter complex that includes a seven story training tower used in rescue operations and rappelling. Also, there are two burn pools which can be flooded with jet fuel or gasoline.

Similarly, there's LP gas training designed for developing fire fighting skills.

**"It is on par with the  
FBI National  
Training Academy"**

-David Saye, Director

One of the training exercises involving LP gas has the flame shooting horizontally from a device called a "Christmas Tree" which fans flames outward. In order to contain and control it, water hoses must force the

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Department of Natural Resources Coastal Division will host their annual COASTFEST on Saturday, October 2, 1999. See page 8.

# The Georgia Statement



## Workforce Investment Act developing world class work force in Georgia

The Workforce Investment Act of 1998 is based on the premise that the American economy is increasingly driven by creativity, innovation and technology. The intention of the Act is to devolve work force development down from the federal level to the state level. It authorized Governor Barnes to designate a board and empowers the Department of Labor as the lead state agency for implementing this bill. Together, they will build a long range workforce for Georgia.

The Governor's executive order sited the need for strategic planning to address long-term economic goals. The plan provides for development of a comprehensive, integrated, consumer-driven, business-led training and career development system that meets the needs of discouraged workers and to enhance their skills for continued advancement.

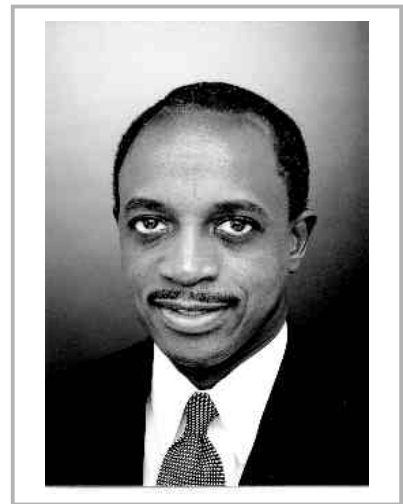
Georgia's jobless rate is at a twenty five year low. Commissioner Thurmond says for most job seekers this is good news. It means there is an abundance of job opportunities available for people with good, marketable skills.

"  
Our state  
continues to  
experience  
the lowest  
unemployment rates  
since the  
early 1970's  
"

Michael Thurmond-  
Commissioner  
Department of Labor

The news is not so good for many of our state's employers who are having difficulty filling needed positions. That's why we must implement a statewide system mandated by the Workforce Investment Act of 1998 that will produce additional workers who are not now in the mainstream of our job market.

"...Governor Barnes took an important step in this direction when he issued an executive order calling for the establishment of a statewide board to carry out the Act and designating the Department of Labor as the lead agency for its implementation. I appreciate the governor's confidence and look forward to the challenge of developing a world class workforce here in Georgia."



### Michael Thurmond to chair Charitable Contributions 2000

Department of Labor Commissioner Michael Thurmond will chair this year's millenium charitable contributions program.

In 1986, Thurmond became the first African American elected to the Georgia General Assembly from Clarke County since re-

construction. In 1994, then governor Zell Miller selected him to direct Georgia's transition from welfare-to-work as head of DFACS for the Department of Human Resources. He created the innovative workfirst program that helped 67,000 welfare dependent families move into the workforce.

In 1998, Michael Thurmond became the first African American to be elected Georgia Labor Commissioner. He will head the campaign that launches us into the new millenium and is expected to be the most successful to date.

The campaign kicks off August 24 with a luncheon for 250 campaign leaders. It will be held in the railroad Depot at Underground Atlanta from 11:30 to 1:00 PM. Governor Barnes will address the gathering.

Last year's campaign raised \$2.7 million dollars from 33,500 state and university system employees.

### The Georgia Statement

Volume 2, Number 3

#### State Personnel Board

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*The Georgia Merit System is an Equal Opportunity Employer.*

## What is state government doing to curb school violence?

The National School Safety Center reports that each day over 100,000 students carry a gun to school. The United States Department of Education says 200,000 carry guns to school every day. Two hundred and eighty two thousand students are attacked each month at school. These alarming statistics have prompted both national and state programs to address school violence, it's causes, prevention and response measures.

The State of Georgia is working hard to develop prevention, intervention and methods to contain the growing number of incidences in schools in Georgia. Many agencies participate in programs that address this issue. Some of the state programs include the Georgia Public Safety Training Center and the Georgia Emergency Management Agency (GEMA).

The Public Safety Training Center offers the most thorough and complete course of study in all facets of school violence. Through

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### Remember!

The Ride-match  
hot line number  
that will help  
you find a  
carpool, vanpool  
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buddy is  
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**(1-877-433-3463)**

# The Georgia *Statement*

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their school resource officer program, students are given actual, hypothetical and simulated scenarios of incidences that could happen in any given school. They have to be able to evaluate, explain, act, react, direct, de-escalate, and develop plans all at the same time. They have to be able to anticipate and be prepared to intercede in disruptive events and minimize the impact of any crisis situation. They are taught to triage natural, accidental and intentional disasters. They're taught techniques in identifying, analyzing and responding to gang-related activities. They have to learn to recognize gang paraphernalia, gang jargon, and describe gang activities.

Other courses include an eight- hour course on recognizing commonly abused controlled substances, knowing drug classifications, their physiological and psychological effects on the body, and Georgia laws that pertain to drug possession, sale and use. They learn strategies for mediation with suicidal threats, as well as the symptoms of a suicidal child. There are many courses and they are offered several times during the summer months.

The knowledge they gain through these intense courses is valuable to others as well. They are instructed in assembling, public speaking and presentation to target groups and others interested in this knowledge.

The School Resource Officer program is an eight-hour course and is scheduled six to eight times each summer, so no SRO officer will be out during the school year. Courses begin in June. The national course is only forty hours. The federal government provides grant money for these officers' training.

## "282,000 students are attacked at school each month"

National School Safety Center

This summer GEMA will offer their program *School Zone*, educating community service, public safety and education personnel in emergency management in Georgia's schools. This is the fourth annual statewide conference. It will be held at the Public Safety Training Center in Forsyth, Georgia.

The featured guests this year include Chief of Police Bill Slade, Pearl, Mississippi Police Department in Pearl Mississippi; principal Scott Cowart of Carrolton, Georgia (where a double suicide took place) and Chief Michael Dorn of the Bibb County Board of Education Police. They will cover emergency operations planning, media considerations, exercise design, crisis response for children and parents, safe school policies and weapons screening techniques. The most important factor in planning is to look for local answers.

One of the big conference topics will be discussion of Senate Bill 74 which says that all public schools are to have an emergency operations plan in place and that it must be coordinated with local public safety agencies, parents, students, community and civic leaders as well as the emergency management agency.

GEMA reports that according to the National School Safety Center at Pepperdine University, over 100,000 students' carry a gun to school each day. 282,000 students are attacked at school each month.

Many other professional organizations, including many educators associations, are working on this very issue.



Last month saw the reunion of four of Georgia's governors at the dedication of the Pete Wheeler Georgia War Veterans Memorial Plaza. Attendees were treated to a view of (left to right) Pete Wheeler, Commissioner of Veterans Affairs, Governor Roy Barnes, Lt. Governor Mark Taylor, Speaker of the House Tom Murphy, former Governor Carl Sanders, former Governor Ernest Vandiver, former first lady Mrs. Vandiver, and former Governor Lester Maddox. The U.S. Army Forces Command Band played during the dedication. Former Vietnam POW retired Col. Ben Purcell was master of ceremonies. Among the notables speaking were Lt. Governor Mark Taylor, James Blaylock, past National Commander, Military Order of the Purple Heart and Tom Murphy, Speaker of the Georgia House of Representatives. The memorial was unveiled by Governor Barnes, Lt. Governor Taylor, and Tommy Clack, Georgia Veteran's Leadership Program.

## Stone Mountain & White Water Specials

*Sponsored by the  
State Personnel Council  
Discount Prices on Advanced Tickets*

Stone Mountain tickets:  
**adult or children (over three) \$10.50 each**  
Children under three years of age admitted free

White Water tickets: adult tickets \$18.85 each  
children(age 3-7) \$13.00 each

**Mail ticket order and payment ( and a self addressed stamped envelope for return tickets) to:**

**State Personnel Council  
P.O.Box 347206  
Atlanta, GA 30334**

**Name:**

**Address:**

**Department:**

**Work Phone:**



# The Georgia Statement



Divers practicing underwater recovery and rescue

flames in a vertical direction. Then someone has to crawl underneath the flames to the tank and turn off the gas valve. Now that takes teamwork!

Other complexes include the Al Burris Correction Complex, which is a medium security, 400 bed institution. The prison itself is a model of operational success. The inmates provide a source of labor to the Center and in turn receive vocational training. The driver-training complex provides a diverse program including skid control, tactical course maneuvering, and emergency response training.

The firearms complex is comprised of five ranges and a skills building. Training is provided in handgun, rifle, shotgun and light automatic weapons. Judgmental shooting training is also taught. The Department of Natural Resources area includes a 22-acre reservoir for training related to rescue operations, underwater recovery, and boating safety.

Some of the law enforcement agencies include the Georgia Police Academy with programs such as burglary or homicide investigation, traffic accident reconstruction, crime prevention and other police specific programs.

The State Patrol Training Unit, the Georgia Bureau of Investigation Training Unit and the Department of Natural Resources Law Enforcement Training Unit conduct basic, in-service, advanced and specialized training.

The Department of Juvenile Justice provides in-service, specialized and advanced training for personnel employed in juvenile justice discipline. One of the newest projects at the Center is the construction of a new juvenile justice classroom and area of office. The goal is to instill the same standards of pride and unity as other enforcement agencies.

With the increase in school violence, the Center has developed a specialized course to deal with it. The School Resource Officer pro-



The 900-acre Public Safety Training Center in Forsyth

gram (SRO) has become vital for front line defense. It focuses on preventing, containing and responding to violence in our public schools. The national course is forty hours. The Georgia course is eighty hours and is scheduled six to eight times each summer. The federal government provides grant money for training. (see related article on pages 2 and 3)

They support many non-resident programs such as the Georgia Sheriffs' Association, the

Georgia Association of Chiefs of Police and the Georgia Peace Officer Standard and Training Council.

Certified peace officers, emergency medical personnel, and state operational firefighters, and municipal public safety agencies in Georgia may attend training at no charge. Lodging, meals, and supplies are provided by the Training Center. Law enforcement support personnel, non-operational fire department employees and non-certified medical services personnel may attend at no charge for tuition, but must pay for meals and lodging. What makes this financially possible is The Peace Officers and Prosecutors Training Fund Act, which by law may add up to 10% to all traffic and criminal fines statewide. This money is collected and goes into the state treasury for law enforcement, prosecutorial and police officer training. However, no one is denied training because of lack of funds.

## Shop online-DOAS Supply Web site now accepts purchasing cards

Visitors to the DOAS Web site can now order supplies and remit payment entirely online using the State of Georgia Purchasing Card, Visa, or MasterCard.

Customers who enter their e-mail address receive an electronic confirmation when their order is received and a second confirmation when orders are actually shipped. In addition, customers are issued an order-tracking number when orders are placed, and the number can be used on the Web site to obtain information about the status of an order at any time.

The Web site includes all items from the DOAS Supply Catalog, including office and school supplies, paper supplies, information system supplies, maintenance supplies, food service supplies, and recycled items. Customers can view catalog items by category or easily find specific items with its search engine. In addition, a 3 percent discount is automatically applied to all purchasing card and credit card orders. Visit the DOAS supply web site at [www.doas.state.ga.us](http://www.doas.state.ga.us). The supply catalogue is found under Products and Services.

## 9th Annual Professional Development Conference for support staff

October 6-7-8  
Radisson Riverfront Augusta  
Augusta, Georgia

Registration fee, 3-days, \$130  
Thursday Only \$90

for information call  
Venus Stone or Carolyn Perry 404.371.7371

deadline for registration September 10, 1999

## Council for State Personnel Administration

Announces Special Savings To



Tickets Available	Your Price
Adult One Day Tickets	\$23.00
Child's Ticket (under 4ft & Seniors 55+)	\$17.00
Two Day Best Buy (good for any two days in 1999)	\$35.50
Season Pass (unlimited visits to Six Flags in 1999)	\$45.00
Four Pack Pass (good for up to 4-people, must be present at processing)	\$158.00

Main Gate Price in 1999 is \$32.99 + tax  
Children Under 3 are FREE

STATE SIX FLAGS PROGRAM	Tickets @ \$23.00
State Personnel Council	Tickets @ \$17.00
P.O. Box 347208	Tickets @ \$35.50
Atlanta, Georgia 30334-7208	Tickets @ \$45.00
No location to purchase tickets on a walk-in basis. All tickets must be mailed.	Tickets @ \$158.00

Name \_\_\_\_\_ Total Enclosed \$ \_\_\_\_\_  
Home Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_  
Agency \_\_\_\_\_ OFC Phone ( ) \_\_\_\_\_  
Home Phone ( ) \_\_\_\_\_

All mail orders must include a self-addressed, stamped envelope and Payment to State Personnel Council. Offer valid through August 31, 1999. Your tickets will be mailed to you within 10 days of receipt of your order.

Tickets CANNOT be returned for refund  
NO DISCOUNTS WILL BE AVAILABLE AT SIX FLAGS PARK



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## Governor's Commission on Fitness & Sports supports CDC'S Take Charge Challenge Program

State government is always looking for ways to be more efficient. The premise that people who are more active are more productive is the foundation of a physical activities program originated by the Center for Disease Control and Prevention (CDC). Starting this year, the Governor's Commission on Fitness and Sports is supporting this program, called the Take Charge Challenge. It is a ten week physical activity incentive program. It's a low cost, fun and effective way to involve a large number of employees at all work sites. The goal is to have 2000 voluntary sites, including government, schools and businesses, up and going by the spring of next year.

Take Charge recognizes that people's fitness levels and their interest in being physically active vary. The program takes people regardless of their fitness level and everyone can be successful.

It uses a team as well as a personal approach. Participants set realistic goals for regular, moderate or vigorous activity---from yard work to swimming and running.

The purpose of the Take Charge Challenge is to promote regular, moderate physical activity in a 10-week program. Organizational benefits include better employee relations and morale, reduced absenteeism, enhanced recruitment retention of healthy employees and lower healthcare costs. Individual benefits may include better health, less tension, better sleep, enhanced self image, weight management and more energy.

## 1998-99 State Charitable Contributions Program Campaign Totals

Adaptive Learning Center	\$2,792.04	Gordon Co. United Way	5,464.53
AID Atlanta	\$34,098.41	Grady Co. United Way	2,103.30
Albany-Southwest Ga. United Way	33,204.99	Greater Chattanooga United Way	4,490.69
American SIDS Institute	3,412.09	Griffin-Spalding Co. United Way	15,302.65
American Kidney Fund	9,802.51	Habersham Co. United Way	5,031.34
American Heart Association	63,376.41	Heart of Georgia United Way	8,964.19
American Lung Association	12,634.42	Huntington's Disease Society	1,383.33
American Cancer Society	179,809.28	Juvenile Diabetes Foundation	13,817.69
Arthritis Foundation	21,048.92	Kid's Chance	5,116.27
Arts for All	3,102.13	Liberty Co. United Way	6,126.87
Athens-Northeast Ga. United Way	252,619.04	Lutheran Ministries	6,151.34
Atlanta Community Food Bank	33,382.14	March of Dimes	11,544.30
Atlanta Ronald McDonald Houses	8,440.13	Methodist Home of the S. Ga. Conference	10,676.10
Augusta-CSRA United Way	184,752.86	Metro Atlanta United Way	398,981.10
Bartow Co. United Way	7,761.08	Muscular Dystrophy Association	9,095.66
Brain Tumor Foun. for Children	8,214.57	National Multiple Sclerosis Society	20,168.24
Brunswick-Glynn Co. United Way	14,815.21	Newnan-Coweta Co. United Way	5,458.97
Camden Co. United Way	3,844.54	Northwest Ga. United Way	14,480.47
Canine Vision	21,101.41	Pulaski Co. United Way	1,812.14
Central Ga. United Way	82,863.20	Recording for the Blind & Dyslexic	7,300.16
Cochran-Bleckley Co. United Way	5,311.72	Rome-Floyd Co. United Way	15,602.38
Colquitt Co. United Way	11,960.15	Roosevelt Warm Springs Development Fund	16,892.66
Columbus-Chattahoochee Valley United Way	22,928.34	Savannah & the Coastal Empire United Way	68,577.04
Community Health Charities	176,092.93	Screven Co. United Way	2,092.59
Covington-Newton Co. United Way	10,449.05	Shepherd Center	8,570.18
Cure Childhood Cancer	9,982.12	South Georgia United Way	20,455.58
Egleston Scottish Rite Children's Hospital	91,713.13	Southeast Georgia United Way	68,014.47
Environmental Fund for Georgia	103,980.47	Sumter Co. United Way	6,858.32
Epilepsy Foundation	8,987.02	Thomasville-Thomas Co. United Way	14,222.11
Foothills United Way	4,038.67	Tift area United Way	19,467.96
Forsyth Co. United Way	4,777.10	Toombs-Montgomery-Wheeler Co. United Way	9,260.60
Foxfire Fund	1,102.51	United Negro College Fund	97,820.97
Ga. Council for the Hearing Impaired	4,211.96	Upson Co. United Way	4,911.25
Gainesville-Hall Co. United Way	20,485.87	Valdosta-Lowndes Co. United Way	38,524.97
Georgia Shares	77,955.35	Walton Co. United Way	4,334.93
Georgia Council on Child Abuse	20,878.97	West Georgia United Way	17,137.50
Georgia Black United Fund	50,824.33	White Co. United Way	2,462.72
Georgia Lion's Camp for the Blind	5,895.92	Zoo Atlanta	11,409.25

## Magic Kingdom Cards Available

The State Council for Personnel Administration is now offering free membership to Walt Disney's Magic Kingdom Club. This gives employees free and exclusive benefits not offered to the general public.

Membership cards are issued to employees upon request and extend membership in the club to the cardholder's spouse and dependent children. Cardholders need not be present for a family member to use the card.

To apply send your name, complete home address and a self-addressed, stamped envelope (.33 cents postage on a business envelope) to the appropriate person below. Cards will not be issued without a self-addressed, stamped envelope.

Employees of any state agency (other than DHR) who do not see their department listed below should send their request to:

**Karen Davis Thompson**  
Georgia Merit System  
200 Piedmont Avenue  
504 West Tower  
Atlanta, Georgia 30334

### PEOPLE TO CONTACT:

**Suzanne Teal**  
Administrative Services  
200 Piedmont Avenue  
Suite 1504 West Tower  
Atlanta, GA 30334

**Linda Coody**  
Agriculture  
Agriculture Building  
Room 300  
Atlanta, GA 30334

**Shelby Jeter**  
Defense  
P.O. Box 17965  
Atlanta, GA 30316

**Cynthia Moses**  
Education  
(no school system)  
205 Butler Street  
Suite 2052 East Tower  
Atlanta, GA 30334

**Diana Buttram**  
GA Student Finance Comm.  
2082 E. Exchange Pl. #200  
Tucker, GA 30084

**Lisa Ogle**  
Industry, Trade & Tourism  
285 Peachtree Ctr. Ave.  
#1000  
Atlanta, GA 30303

**Marquita Brown**  
Insurance Commissioner  
2 MLK Jr. Dr.  
Suite 916 West Tower  
Atlanta, GA 30334

**Susan Romsiewicz**  
Medical Assistance  
#2 Peachtree Street  
39th floor, Personnel Svs.  
Atlanta, GA 30303

**Marie McElveen**  
2 MLK, Jr. Drive  
Suite 1116 West Tower  
Atlanta, GA 30334

**Pat Mullinax**  
Natural Resources  
205 Butler Street  
Suite 1258 East Tower  
Atlanta, GA 30334

**Linda Jolly**  
Public Communications  
260 14th Street, NW  
Atlanta, GA 30318

**Peggy Wages**  
State Merit System  
200 Piedmont Avenue  
502 West Tower  
Atlanta, GA 30334

**Fatisha Watts**  
(all technical schools)

Adult Education  
1800 Century Plaza  
Atlanta, GA 30345-4304  
**Human Resources**  
Employees of the  
Department of  
Human Resources who do not see  
their office listed below should  
send their requests to:

**Vivian Duncan**  
2 Peachtree Street  
Room 28278  
Atlanta, GA 30303  
**Employees of DHR/MH/MR**  
Hospitals should contact their  
personnel offices. If cards are not  
available, requests should be sent  
to Vivian Duncan.

**Debra Massey**  
Bibb Co. DFACS  
456 Oglethorpe Street  
Macon, GA 31298-1399  
**Virginia Ross**

Chatham Health Department  
2011 Eisenhower Drive  
Savannah, GA 31416-1257  
**Barbara Conley**

Dekalb County DFACS  
178 Sams Street  
Decatur, GA 30030-4134

**Helen Bowie**  
DHR, District 5, Unit 2  
811 Hemlock Street  
Macon, GA 31201  
HSB0110@dhr.state.ga.us

**Vicki Ussery**  
Macon/Bibb Co. Board of  
Health  
171 Emory Highway  
Macon, GA 31217

**Emily Beckham**  
Roosevelt-Warm Springs Inst.  
P.O. Box 1000  
Warm Springs, GA 31830

**Wanda Myers**  
Albany Area CSB  
1120 W. Broad Ave.  
P.O. Box 1988

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wmyers@albany.csb.state.ga.us  
**Annette Hamilton**

Three Rivers CSB  
700 East 2nd Ave., Suite E  
Rome, GA 30161

**Patricia Favors**  
New Horizons  
2100 Comer Avenue  
Columbus, GA 31904

**Pat Willis**  
Ogeechee Area MH/MR/SA  
P.O. Box 1259  
Swainsboro, GA 30401

**Melanie Martin**  
South GA CSB  
P.O. Box 3318  
Valdosta, GA 31604

# The Georgia Statement



**Quality:**  
*A Shared Learning  
Experience*

**Building blocks  
for all generations**

**Fifth Annual Conference September 22-23, 1999**

**SciTrek Museum - Atlanta**

**Quality Service Georgia Network**

Understanding the future of Georgia government will be explored in twenty workshops that provide the tools, techniques and practices that will help you and your organization effectively meet the future. It will be an opportunity to network with others who focus on improving individual and organiza-

tional performance.

Learn how community quality links all of us; why the Division of Rehabilitation Services says that quality improvement is not an oxymoron; and learn the value of the Georgia Oglethorpe Award Process for assessment and feedback.

## THERE WILL BE THREE LEVELS OF WORKSHOPS FOR THE NOVICE, GENERAL AND ADVANCED ATTENDEES INCLUDING:

Youth Leadership Development  
Quality: Where to Begin  
Leadership Panel on Strategies  
Measuring Strategic Performance  
360-Degree Feedback Process  
Team Building  
ISO 9002 Journey  
How to Use Quality Tools  
Impact Measurement at United Way

Seven Effective Habits  
Strategic Process Management  
Using Technology  
Using a Balanced Scorecard as a Strategic Management System  
Master Your Meetings  
City of Covington Showcase  
Hoshin Planning in Aging Services  
And More

## Conference Registration Form

The cost of the conference is \$99 if you register by August 25th, 1999. After August 25th mail-in and on-site registration will be \$125. Make checks payable to QSG Network, FEI #58-1103-945. If you must cancel a registration, full refund will be made if you cancel before August 30th, 1999. No refunds will be provided after this date, even if you unable to attend the conference. Substitutions are allowed anytime prior to the start of the conference. For more complete information, contact Ronda Britt, P.O. Box 347215, Atlanta, GA 30334 or call her at 404-657-8422. One registration form for each person please.

NAME _____			
TITLE _____			
ORGANIZATION _____			
ADDRESS _____			
CITY _____	STATE _____	ZIP _____	
PHONE _____	FAX _____	EMAIL _____	

# The Georgia *Statement*

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GMS courses are offered statewide and are open to all government employees. Registration for GMS training is coordinated by agency personnel Training Officers. In addition to interagency courses, the Georgia Merit System provides training through closed sessions. These are courses conducted for a single agency to meet the specific training needs of that organization. Closed courses can be customized to meet an agency's objectives. Course descriptions, the price list for both closed and open courses, and registration forms are available from Agency Training Officers and the GMS Training and Organization Development Division. This same information may be found on their web site at [www.gms.state.ga.us](http://www.gms.state.ga.us).

## Management and Supervisory Development

101 Ways To Increase Your Return On People: Motivating, Energizing And Inspiring Today's Workplace  
(.5 days) (\$35)

Augusta on 9/30/99  
Decatur on 9/30/99  
Macon on 9/30/99

A Team Approach (2 Days) (\$100)  
Albany on 9/1/99 to 9/2/99  
Columbus on 7/27/99 to 7/28/99  
Decatur on 9/15/99 to 9/16/99

Building Commitment (1 Day) (\$50)  
Decatur on 9/15/99  
Gainesville on 8/18/99  
Macon on 10/13/99

Conducting Effective Employee Interviewing  
(1 Day) (\$50)  
Dalton on 10/5/99  
Decatur on 9/28/99  
Savannah on 9/8/99

Conducting Effective Meetings  
(.5 days) (\$35)  
Decatur on 7/28/99

Dealing with Difficult Employee Behavior  
(1 Day) (\$50)  
Decatur on 10/28/99  
Macon on 10/6/99  
Savannah on 8/25/99  
Thomasville on 9/29/99

Effective Team Leadership  
(3 Days) (\$155)  
Decatur on 8/17/99 to 8/19/99  
Macon on 10/27/99 to 10/29/99

Ethical Considerations for Government Managers  
(1 Day) (\$50)  
Decatur on 9/16/99

Georgia Performance Management Process Training (3 Days) (\$19)  
Decatur on 7/13/99 to 7/15/99  
Decatur on 8/2/99 to 8/4/99  
Decatur on 10/13/99 to 10/27/99  
Rome on 9/21/99 to 9/23/99  
Savannah on 10/19/99 to 10/21/99  
Tifton on 8/17/99 to 8/19/99

Georgia Performance Management Process Training Train the Trainer  
(5 Days) (\$45)  
Decatur on 8/2/99 to 8/6/99

Implementing Change in the Workplace  
(1 Day) (\$50)  
Decatur on 8/11/99

Legal Issues for Supervisors  
(.5 days) (\$35) (NEW)  
Dalton on 10/6/99  
Decatur on 10/20/99  
Gainesville on 8/19/99

Managing Change  
(2 Days) (\$100)  
Decatur on 9/14/99 to 9/15/99

Managing a Diverse Workforce  
(1 Day) (\$50)  
Decatur on 10/26/99  
Savannah on 9/9/99  
Thomasville on 9/28/99

Maximizing the Potential of Your Employees  
(.5 days) (\$35)  
Decatur on 10/27/99  
Savannah on 8/26/99  
Thomasville on 9/30/99

Negotiating With Confidence  
(.5 days) (\$35)  
Decatur on 9/2/99  
Macon on 9/2/99  
Savannah on 9/2/99

Orienting the New Employee  
(.5 days) (\$35) (NEW)  
Decatur on 10/21/99

Supervising in a Challenging Environment  
(3 Days) (\$150)  
Augusta on 8/3/99 to 8/5/99

The Fair Way to Manage Diversity  
(.5 days) (\$35)  
Decatur on 7/29/99  
Macon on 10/7/99

Virtual Stress: Handling the Special Strain of Life in the Fast Lane  
(.5 days) (\$35)  
Columbus on 10/6/99  
Decatur on 10/6/99  
Savannah on 10/6/99

Your Supervisory Roles and Responsibilities: An Introduction  
(.5 days) (\$35)  
Decatur on 7/29/99

## Quality Service Georgia

Consulting Skills for the Quality Leader  
(3 Days) (\$150)  
Decatur on 9/28/99 to 9/30/99

Effective Team Leadership  
(3 Days) (\$155)  
Decatur on 8/17/99 to 8/19/99  
Macon on 10/27/99 to 10/29/99

## Secretarial and Support Staff Development

Effective Telephone Management  
(.5 days) (\$35)  
Decatur on 9/29/99

Human Relations Skills for Secretaries  
(2 Days) (\$100)  
Decatur on 8/11/99 to 8/12/99

Setting Up and Maintaining Office File  
(1 Day) (\$50)  
Decatur on 8/24/99

Sharpening Your Proofreading Skills  
(3 Days) (\$170)  
Decatur on 8/31/99 to 9/2/99  
Savannah on 7/27/99 to 7/29/99

Time Management for Secretaries  
(1 Day) (\$50)  
Decatur on 9/28/99

## Communication Skills Development

Make an Effective Presentation!  
(4 Days) (\$235)  
Decatur on 8/2/99 to 8/5/99

Writing That Works  
(1 Day) (\$70)  
Decatur on 7/28/99  
Macon on 10/13/99

## Workplace Skills Development

Meeting Customer Needs  
(1 Day) (\$50)  
Decatur on 8/18/99

Proofreading Essentials/Grammar  
(.5 days) (\$35) (GSAMS)  
Augusta on 9/2/99  
Decatur on 9/2/99

Proofreading Essentials/Punctuation  
(.5 days) (\$35) (GSAMS)  
Augusta on 9/9/99  
Decatur on 9/9/99

Stress: How to Recognize and Control It  
(2 Days) (\$100)  
Decatur on 8/25/99 to 8/26/99

The Diverse Workplace  
(.5 days) (\$35)  
Decatur on 8/26/99

The R.E.A.D. Program  
(1 Day) (\$135)  
Macon on 8/19/99

The Seven Habits of Highly Effective People  
(3 Days) (\$240)  
Albany on 10/19/99 to 10/21/99  
Decatur on 9/21/99 to 9/23/99

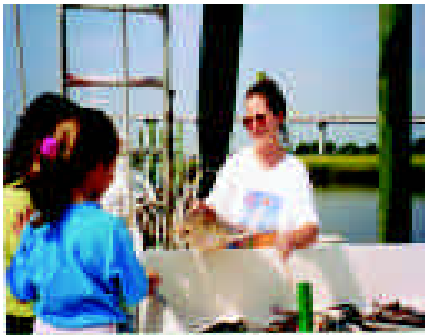
Time Challenges - Time Solutions  
(1 Day) (\$50)  
Decatur on 7/27/99

Time Management (.5 days) (\$35)  
Decatur on 10/13/99  
Macon on 10/13/99  
Statesboro on 10/13/99

## Satellite Seminars

101 Ways To Increase Your Return On People: Motivating, Energizing And Inspiring Today's Workplace  
(.5 days) (\$35)  
Augusta on 9/30/99  
Decatur on 9/30/99  
Macon on 9/30/99

Negotiating With Confidence  
(.5 days) (\$35)  
Decatur on 9/2/99  
Macon on 9/2/99  
Savannah on 9/2/99



## Coastfest slated for October 2 in Brunswick

Once again DNR's Coastal Resource Division will sponsor their annual coastal environmental celebration with a day filled with activities. This year Coastfest will bring together over forty-five area coastal environmental and educational organizations from around the southeast in celebration of Georgia's coastal natural resources.

Coastfest is planned as a one-day environmental festival where participants will learn about Georgia's coastal resources and have a lot of fun at the same time. Some of the activities and exhibits include a live raptor show with hawks and owls, and a live reptile show with snakes and alligators. Also, there's a mobile aquarium, touch tanks with live marine creatures, native plant information, Ft. Frederica Junior Ranger Program, tours of DNR research vessel "Anna", and guided nature tour walks. Go inside WeeBee, the giant 70-ft. plastic whale. Walk around a real Creek Indian camp and learn Indian games and traditions at the Indian program. Enjoy these activities and much more. Most of the exhibits are interactive.

One of the star attractions of the event is Mr. & Mrs. Fish. They have been called "the world's finest performing arts marine education program." Geared to elementary aged children and their families, Mr. & Mrs. Fish are global ambassadors for ocean learning and marine science.

Coastfest is held annually the first Saturday of October and takes place at the Department of Natural Resources Coastal Division headquarters in Brunswick. What began as a small program now attracts 35,000 visitors. Activities are intended to educate kids as well as adults.

Each year a contest is held among local schools to develop a "logo" for the celebration. This year's happy crab logo was created by Chris Beers. He is a student at Christian Renewal Academy in Brunswick. The Coastfest 2000 logo contest will be held at this year's festival.

## Young, Russell, Horne, Steinberg are latest appointments by Governor



GMS Commissioner  
Marjorie H. Young

Governor Barnes continues to make appointments at some of the higher levels of state government.

The latest rounds included Majorie Harris Young as commissioner of the Georgia Merit System. Ms. Young most recently was Deputy Director of a Public Health District which included Gwinnett, Newton and Rockdale Counties.

She has held various management positions in state government over a 27 year career. In appointing her, Governor Barnes said "the Georgia Merit System requires a leader with great strength in the areas of management and strategic planning. Marjorie Young brings a wealth of experience to the table in the area of human resources...I am excited that she has agreed to take this challenging position...and that she will further our efforts to make our state run like a business." Young began her state career working at the now- closed Georgia Mental Health Institute. She is a recognized leader in this state and around the country as she has served in management and leadership positions with DHR since 1974.

Dana Russell, former Commissioner of Georgia Merit System, moves over to be Commissioner of the Department of Administrative Services. Russell, a fourteen year veteran of state government starting with DOT, says, "with the

Audrey Horne, former Department of Medical Assistance Division Director and more lately, Regional Director of Eggleston's Children's Health Care System and an independent consultant, will head the Department of Human Resources. Her eighteen years in health care administration will serve DHR well.

The latest appointment, Kathy Steinberg, will serve as head of consumer Advocacy for the Insurance Commission. Ms. Steinberg has served the metro area as a legislator for many years.



DOAS Commissioner  
Dana Russell

## Pilot heroes receive governor's proclamation

The two Department of Natural Resources pilots, Boyd Cline and Larry Rogers, who are the governor's pilots, became local and national heroes in May.

Diverting their mission to fly the governor, they staged an unbelievable rescue at the Fulton Bag Mill fire scene. The dramatic rescue was caught on film and has been shown nationwide many times.

A Proclamation from the governor reads that "while courageously leaning out of the helicopter, Mr. Rogers remained focused on the mission at hand, allowing the rescue to proceed as they successfully lowered firefighter Matt Mosely by cable to the trapped worker." Rogers is a 17 year Army Reservist and has served the state as a crew chief and helicopter mechanic for the Department of Natural Resources Aircraft Support Unit for five years. Prior to this he served nine

years with the state patrol.

Boyd Cline, a US Army reservist for twenty four years and a Vietnam veteran, was commended with a Proclamation that read "Captain Cline kept his helicopter steady through strong winds, billowing smoke and flames with the guidance of navigator Larry Rogers as they successfully lowered firefighter Matt Mosely to the ground." Cline has been a helicopter pilot with the Department of Natural Resources Aircraft Support Unit for twenty years.

The proclamation notes that extreme skill, teamwork, steadiness and courage are characteristics needed during an intense rescue operation. These two certainly have those qualities. Both modestly say they were just doing their jobs. Hats off to these fellows for a job well done.